



OMA Section on Laboratory Medicine Newsletter

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In This Issue:

1. HOCC Update (clarifying some confusion)
2. PSA Payments Update
3. Annual General Meeting: September 2025

1. HOCC Update (clarifying some confusion)

The current PSA agreement does provide for additional funding for HOCC and the parties (MOH/OMA) still have to work out details including items such as levels and extent of coverage, etc. All of this remains to be determined, however, OMA staff have confirmed that the OMA HOCC proposal clearly includes Laboratory Medicine. The OMA has no more details at this time, however we, your executive, remain optimistic that Laboratory Medicine will be included in the next iteration of HOCC.

2. Laboratory PSA UMLC Payments (April 2024 to April 2026) (Please note the amounts and timing of several UMLC/LMFFA payments remain outstanding. The executive continues to press the OMA for as much clarity as possible.)

This note is the latest update on Laboratory PSA UMLC payments prepared with the OMA team. We have produced the chart below showing the increases flowing from the [2021-24 PSA Year 3](#) and the [2024-28 Year 1 Arbitration Award](#). For increases awarded in [Years 2-4](#) of the 2024-28 PSA, the OMA and MOH are in ongoing discussions to determine which portion of the increases will apply across-the-board versus relativity increases to specialties/groups (see note below at the bottom of the chart for more details). The exact increase that will apply to lab physicians will be known once those discussions have concluded.

The chart below shows the monthly percent increase above the permanent base UMLC and the corresponding dollar amount for 1.0 FTE under LMFFA for fiscal years 2024/25 (Year 1 of the PSA) and 2025/26 (Year 2 of the PSA). Once the relativity details are determined, additional increases will apply to the amounts listed for Year 2-4 of the PSA (FY 2025/26, 26/27 and 27/28). The timing of the flow throughs are outlined in the 'notes' column. Red text indicates retroactive payments for increases awarded for Year 1 of the PSA that are still owed by the ministry and will be paid in November this year as a lump sum.

If you have any outstanding questions, please direct them to info@oma.org.

UMLC Payment Schedule, 2024/25 and 2025/26

*Dollar amounts calculated using the permanent UMLC base of \$373,455 per 1.0 FTE

		%Adjustment	\$Adjustment	Paid	Outstanding	Notes
Fiscal Year 2024/25 (Year 1 of the 2024-28 PSA)	Apr-24	13.0286%	\$ 4,054.66	\$ 871.40	\$ 3,183.27	2.8% of the 13.03% adjustment has been paid. The outstanding adjustment from Apr. 2024 to Mar. 2025 will be flowed through Nov 2025 in a one-time lump sum payment totaling \$38,199.24
	May-24	13.0286%	\$ 4,054.66	\$ 871.40	\$ 3,183.27	
	Jun-24	13.0286%	\$ 4,054.66	\$ 871.40	\$ 3,183.27	
	Jul-24	13.0286%	\$ 4,054.66	\$ 871.40	\$ 3,183.27	
	Aug-24	13.0286%	\$ 4,054.66	\$ 871.40	\$ 3,183.27	
	Sep-24	13.0286%	\$ 4,054.66	\$ 871.40	\$ 3,183.27	
	Oct-24	13.0286%	\$ 4,054.66	\$ 871.40	\$ 3,183.27	
	Nov-24	13.0286%	\$ 4,054.66	\$ 871.40	\$ 3,183.27	
	Dec-24	13.0286%	\$ 4,054.66	\$ 871.40	\$ 3,183.27	
	Jan-25	13.0286%	\$ 4,054.66	\$ 871.40	\$ 3,183.27	
	Feb-25	13.0286%	\$ 4,054.66	\$ 871.40	\$ 3,183.27	
Mar-25	13.0286%	\$ 4,054.66	\$ 871.40	\$ 3,183.27	Dec. 2024 - Lump sum one-time retro payment of \$10,456.74 made (2.8% on 2023-24 payments)	
Fiscal Year 2025/26 (Year 2 of the 2024-28 PSA)	Apr-25	8.2592%	\$ 2,570.37	\$ 2,570.37	\$ -	Nov. 2025 - \$38,199.24 lump sum for Apr. 2024 to Mar. 2025 to be paid
	May-25	8.2592%	\$ 2,570.37	\$ 2,570.37	\$ -	
	Jun-25	8.2592%	\$ 2,570.37	\$ 2,570.37	\$ -	
	Jul-25	8.2592%	\$ 2,570.37	\$ 2,570.37	\$ -	
	Aug-25	8.2592%	\$ 2,570.37	\$ 2,570.37	\$ -	
	Sep-25	8.2592%	\$ 2,570.37	\$ 2,570.37	\$ -	
	Oct-25	8.2592%	\$ 2,570.37	Scheduled to be paid		
	Nov-25	8.2592%	\$ 2,570.37	Scheduled to be paid		
	Dec-25	8.2592%	\$ 2,570.37	Scheduled to be paid		
	Jan-26	8.2592%	\$ 2,570.37	Scheduled to be paid		
	Feb-26	8.2592%	\$ 2,570.37	Scheduled to be paid		
Mar-26	8.2592%	\$ 2,570.37	Scheduled to be paid			

Note regarding implementation of increases in the 2024-28 Year 2-4 award: On Sept. 18, 2025, the Board of Arbitration awarded a total compensation increase (general increases + targetted investment) of 9.5 per cent for Year 2-4 of the 2024-2028 PSA, which means the percentage and amount illustrated on this chart for April 2025 onwards will undergo further increases as a result of the award. Part of each year's increase will be paid to physician specialties or groups based on relativity, with the remainder paid across-the-board. Relativity details are still to be determined, along with implementation timelines. Once the determination has been made, there will be a retroactive lump sum payment to April 1, 2025.

Question and Answer on a Few Points for Clarification

(Please note the amounts and timing of several UMLC/LMFFA payments remain outstanding. The executive continues to press OMA for as much clarity as possible.)

Q. We got \$10,456 last December for 2023/24 fiscal year. Was this payment for Jan, Feb, March 2023?

A. It was a retroactive payment of the 2.8% increase from 2023/24 (April 1, 2023 to March 31, 2024).

Q. Should we have started seeing regular monthly increases in our payments to reflect the increases for fiscal year 2024/25?

A. No. The 2024/25 increases are owing and will be retroactively flowed in November 2025.

Q. For January to March 2025 we were owed additional % but we didn't get it?

A. A portion of the increase for 2024/25 (10.23% of the 13.03% compounded increase) is still owing and will flow in November 2025. The difference (2.8% of 13.03%) was paid to the physicians for FY 2024/25 (i.e., the \$871.40 in the chart).

Q. In November 2025 are we expecting to get what we were owed for January to March 2025 *plus* the additional monthly 8.26% (which we've not been receiving) for a total lump sum of \$37,158?

A. No. November flow though is only for the increase owing for FY 2024/25 (April 2024 to March 2025). The 8.26% for FY 2025/26 should have flowed in real time every month with your regular UMLC payments starting April 1, 2025. If you have not been receiving the increase, please contact your hospital finance department or info@oma.org.

Q. Should we expect another lump sum payment in 2026 to cover the additional monthly increase from December 2025 to March 2026 with the expectation that in April 2026 our UMLC will permanently increase?

A. This remains unknown at this point. The OMA is in ongoing discussions with the ministry to work out which portion of the Year 2-4 increases will be applied across-the-board versus in relativity increases to specialties/groups. Once that determination has been made the OMA will update on the amount owing in retroactive increases for April 1, 2025 onwards and the timing of the flow-through.

Q. Could we get a number for what our UMLC will be in April 2026?

A. Not yet. The April 2026 UMLC rate is pending discussions on relativity details for specialties/groups in Years 2-4 of the PSA. Once relativity is determined, the OMA will update on UMLC rate changes for FY 2026/27 (April 1), FY 27/28, and retroactive increases for FY 25/26.

3. Annual General Meeting: September 2025

On September 26, the Laboratory Section AGM was held in conjunction with the OAP Annual Conference held in Stratford. This was a hybrid in person and online meeting. The meeting was well attended with more than 140 participants and was well received. For your information, the [slides presented at the AGM](#) are linked. These include important updates from OMA executive vice president, Mr. Adam Farber.

Your 2024-26 Section Executive

Dr. Neil Davis, Chair, neil.davis@cornwallhospital.ca

Dr. Katherine Chorneyko, Vice-chair, katherine.chorneyko@bchsys.org

Dr. Prashant Jani, Secretary/treasurer, prashant.jani@tbh.net

Dr. Brendan Mullen, Tariff chair, bmullen@flowlabs.ca

Dr. Jason Wasserman, Member-at-large, jwasserman@toh.ca

Dr. William Dubinski, Member-at-large, wubinski@hrh.ca

Dr. Christopher Tran, Member-at-large, christopher.tran@hpha.ca

Dr. Catherine Ross, Member-at-large, Catherine.ross@lifelabs.ca

Ms. Susanne Bjerno, Section Consultant, sbjernolabmed@rogers.com

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